

**Date : 22/04/2016**


**OL/NESTLE/APR/2016**

Mr. Rahul Pundalik Malpe,  
At. Loni Tq, Warud,  
Dist. Amravati - 444913

**Dear Mr. Rahul Pundalik Malpe,**

**FIXED TERM CONTRACT OF EMPLOYMENT**

 are pleased to offer you employment in our organisation as TE at L5 level, for a fixed period of employment, on the following terms and conditions:

- 1) Your contract of employment shall be valid for a period of One Year from 27/04/2016 to 26/04/2017. Notwithstanding this, in the event of the project/ work for which you are being employed comes to an end before the aforementioned period, this contract shall be co-terminus with the aforementioned project/work. At the end of the above referred period, the contract will stand terminated automatically without any notice or communication to you, unless they are explicitly extended by us by a letter in writing.
- 2) Notwithstanding anything above, depending upon the aforementioned project/work, the Company reserves its right to extend your temporary appointment for such period or periods as may be necessary depending upon the exigencies relatable to the work for which you are hereby engaged. In that event, the Company shall in writing extend your temporary assignment on the terms as may be indicated in such letter and in the event of your acceptance of such extension of the assignment you shall be governed by such terms and conditions as may be indicated therein.
- 3) During the period of fixed contract, your services could be deputed at the sole discretion of the Management to any of our clients' company to do work pertaining to or incidental to the clients business.
- 4) Details of your salary break up with components is as per the enclosure.
-  You will be entitled to an employers contribution of Provident Fund to the extent of 12% of your basic salary.
- 6) You will be covered under a Group Accident Insurance Scheme to the extent of Rs.200000/- and medical insurance upto Rs.75000/-,per annum. This policy will come into effect after 30 days of employee joining the company.
- 7) You will be eligible for leave as per the company policy,during the period of your contract of employment.
- 8) You will be entitled to all other statutory benefits wherever applicable during the fixed period of contract.
- 9) You are advised to read and understand Randstad Health & Safety Policy for deputees, and comply with relevant policies that

Registered Office :

**Randstad India Private Ltd**  
Randstad House,  
Old No. 5 & 5A, New No. 9, Pycrofts Garden Road,  
Nungambakkam, Chennai 600 006.  
P +91 (0) 44 66227000 F +91 (0) 44 66227474  
www.randstad.in